

January 25, 2002

Honorable Billy Thames
Senator- District 34
Mississippi State Senate
New State Capitol
Jackson, MS
HANDMAIL

Dear Senator Thames:

During a meeting held in July 2001, to discuss the results of a State Personnel Board survey of state employees who are recent college graduates, you requested a comparative survey of more tenured state employees. Listed below are descriptions of surveys and participants, general survey findings, and the policy implications of the findings. Attached hereto are copies of the survey forms which contain descriptions of the variables used and eighteen (18) graphs which depict more detailed survey information.

I. Description of Survey Participants:

A. Survey of Recent College Graduates, Summer 2001:

- Survey forms were mailed to 485 state employees.
- To be eligible, a participant must: be a current employee; possess at least a bachelor's degree or the equivalent; and be 27 years of age or younger.

B. Survey of Tenured Employees, Fall 2001:

- Survey forms were mailed to 486 state employees.
- To be eligible, a participant must: be a current employee; be older than 27 years of age; have been employed by the state of Mississippi for at least four (4) years.

II. Survey Findings:

A. The respondents in both surveys agreed that the starting salary

of the job, job benefits, and the opportunity for advancement are the three (3) major determinants in selecting the State of Mississippi as their employer and remaining with the State.

- B. Environmental factors such as the employer's trustworthiness, the amount of flexibility relative to when and how the work is performed, the type of work, the authority to make decisions (power), being able to balance one's professional and personal life, organizational commitment or belonging, training opportunities, and job locations are also important factors.
- C. The State's medical insurance and retirement plans were rated as the most attractive benefits.
- D. The State's leave policy and life and dental insurance plans were rated as important.
- E. The above findings enumerated in A through D of this section are generally consistent regardless of tenure, educational status, or degree major.

III. Policy Implications in Human Resources Management

- A. Continue to support the components of the Variable Compensation Plan.
- B. Over the years, the legislature has authorized career ladders for some of our most vital personnel, which provide opportunities for advancement for employees. Career ladders authorized for DWFP-Conservation Officers, Correctional Officers, and other areas are beginning to have a positive impact on these workforces. For these reasons, we advocate the expansion of career ladders to other areas of the workforce.

- C. The factors listed in II. above are impacted by agency management. Therefore, it is imperative that our managers are properly trained. To ensure the proper training of managers throughout state organizations, we advocate the continued support of the Basic Supervisory Course, and Certified Public Manager programs, as well as other management training offered through the State Personnel Board and the agencies.

We are very excited at having the opportunity to share this vital information with you. If you have questions, please call me at 359-2702.

Sincerely,

J. K. Stringer, Jr.
State Personnel Director

Attachments:

JKS/hb

Mississippi State Personnel Board
Employee Retention Survey

- I. Please rate the 13 job-related factors listed below on their importance to you in remaining with your current employer—The State of Mississippi. Stated differently, if another employer offered you more of one or all of the factors, would you remain employed with the State. Rate the factors from most important to least important (1 = most important, 13 = least important). Place your rating on the line following each factor. **NO TWO (2) FACTORS SHOULD HAVE THE SAME RATING.**

1. A job with a higher salary:_____
- B. A job with a more impressive job title: _____
- C. An organization with a higher level of trust: _____
- D. A job which gives you more flexibility (when, where, and how you get the job done):_____
- E. A job doing more of the type of work you want:_____
- F. An organization which gives you more power to make decisions:_____
- G. A job which allows you to better balance your work life and personal life:_____
- H. A job which would lead to more career advancements (long term):_____
- I. An organization which gives you more of a sense of belonging:_____
- J. An organization with a better training program:_____
- K. A job which allows you more travel opportunities:_____
- L. A job with better benefits:_____
- M. A job in a preferred geographical location:_____

- II. Using the instructions in I. above, please rate the eight (8) benefits listed below (Note: 1 = most important, 8 = least important). **NO TWO (2) BENEFITS SHOULD HAVE THE SAME RATING**

1. Medical Insurance:_____
2. Retirement Benefits:_____
3. Dental Insurance:_____
4. Life Insurance:_____
5. Stock Options:_____
6. Signing Bonus:_____
7. Leave Policy:_____
8. Childcare Assistance:_____

- III. Data: Race:_____ Sex:_____ Degree Major:_____

Number of years in the Mississippi State Retirement System:_____

Please return the completed survey in the enclosed envelope by October 12, 2001.

Mississippi State Personnel Board College Graduate Survey

- A. Think back to when you left college and were seeking employment. How important were the 13 factors listed below in your employment decision? Now, rate the factors from most important to least important (1=most important, 13=least important). Place your rating on the line following each factor. No two factors should have the same rating.

01. I wanted a high salary:_____
02. I wanted an impressive job title: _____
03. I wanted to work with an organization with a high level of trust:_____
04. I wanted job flexibility (when, where, and how I get the job done):_____
05. I valued doing the type of work I wanted:_____
06. I wanted an organization which gave me power to make decisions:_____
07. I wanted a job which allowed me to balance my work life and my personal life:_____
08. I wanted a job which would lead to advancement (long term career):_____
09. I wanted to work for an organization which gave me a sense of belonging:_____
10. I wanted to work for an organization with a good training program:_____
11. I wanted a job which allowed me the opportunity to travel:_____
12. I wanted a job with good benefits:_____
13. I wanted a job in a certain geographical location:_____

How important were the 8 benefits listed below in your employment decision? Now, rate the benefits from most important to least important (1=most important, 8=least important). Place your rating on the line following each benefit. No two benefits should have the same rating.

01. Medical Insurance:_____
02. Retirement Benefits:_____
03. Dental Insurance:_____
04. Life Insurance:_____
05. Stock Options:_____
06. Signing Bonus:_____
07. Leave Policy:_____
08. Childcare Assistance:_____

The following optional information is requested for statistical purposes only:

Race:_____ Gender:_____ Degree Major:_____

CHART 1.1
Rating of 13 Job-Related Factors
Recent College Graduates /Tenured Employees

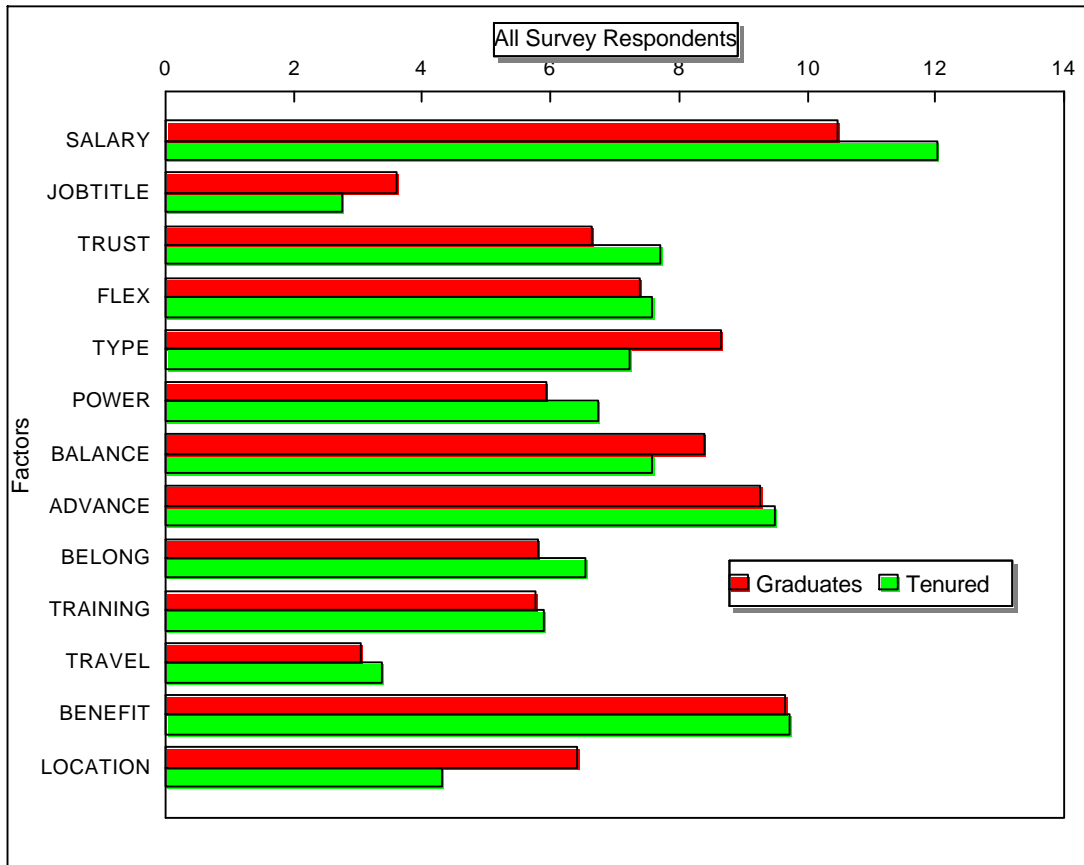


CHART 1.2
Rating of 8 Benefits
Recent College Graduates/Tenured Employees

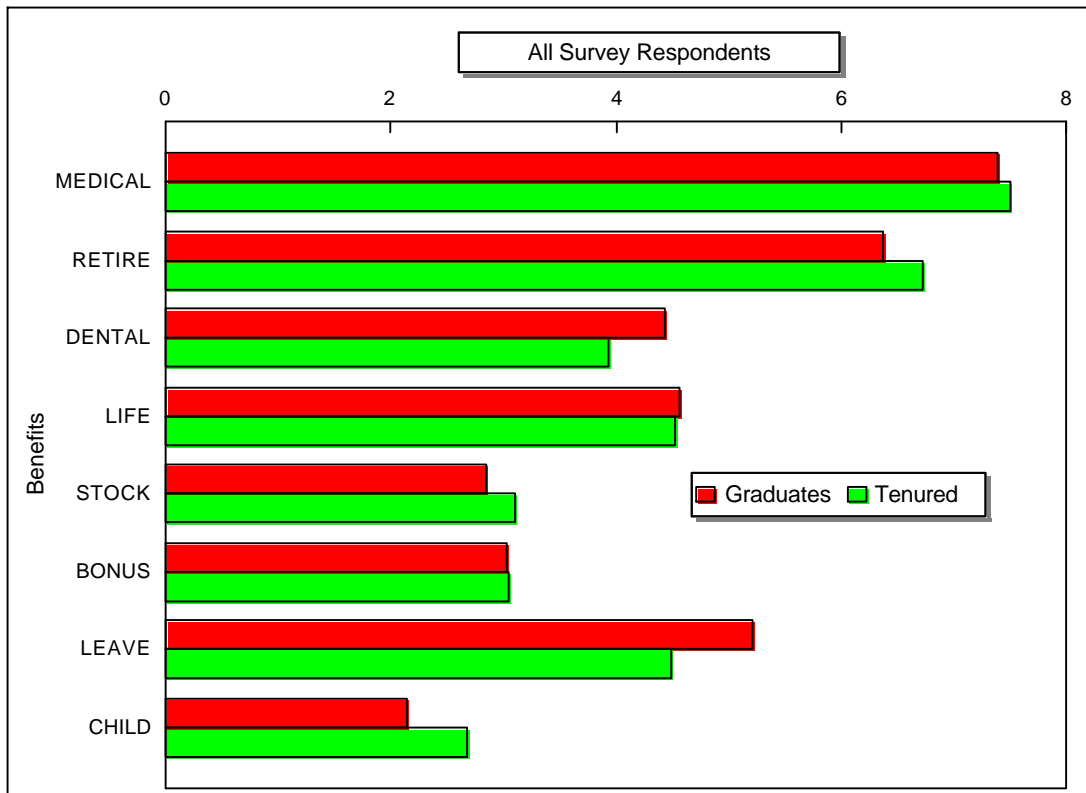


CHART 2.1
Rating of 13 Job-Related Factors
Tenured Employees

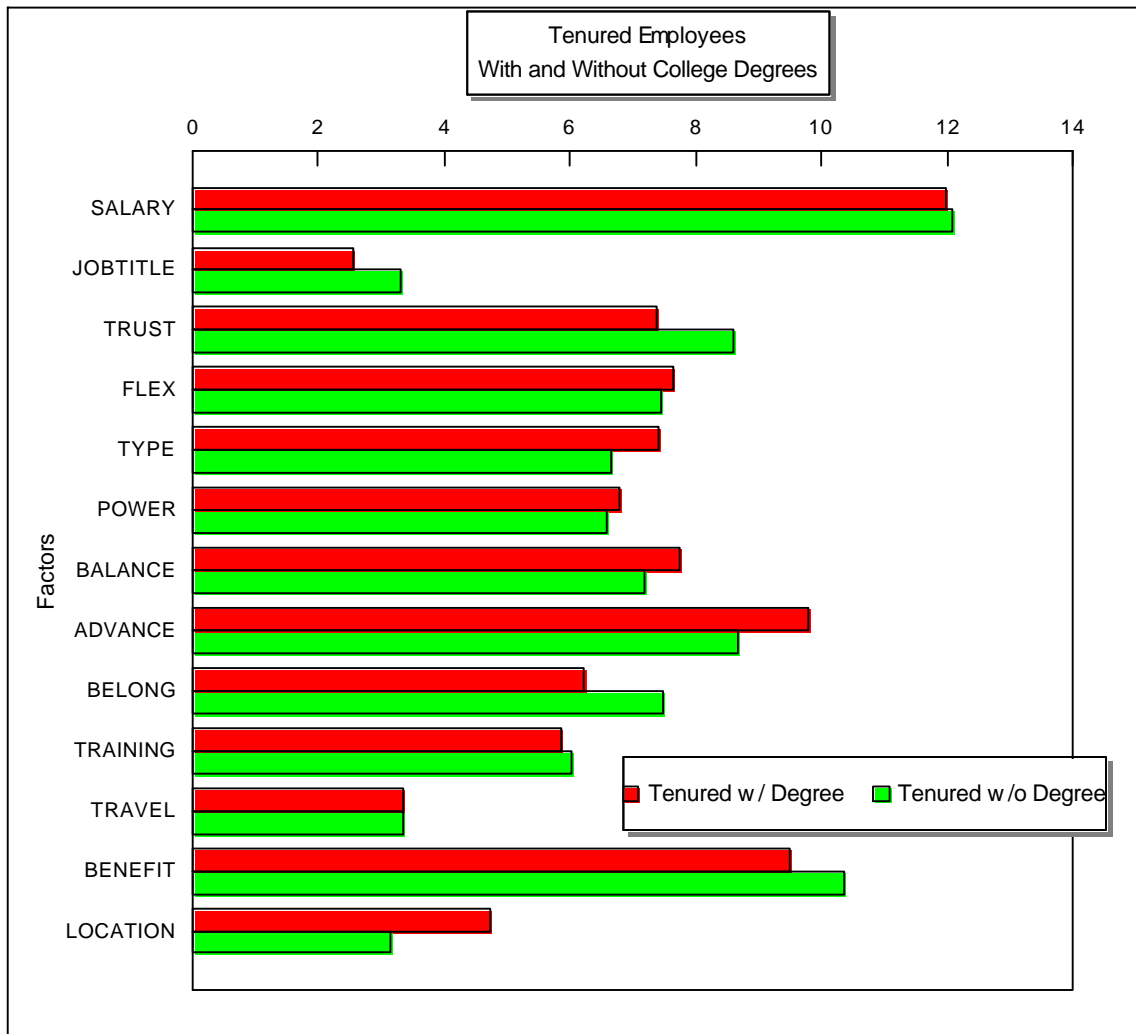


CHART 2.2
Rating of 8 Benefits
Tenured Employees

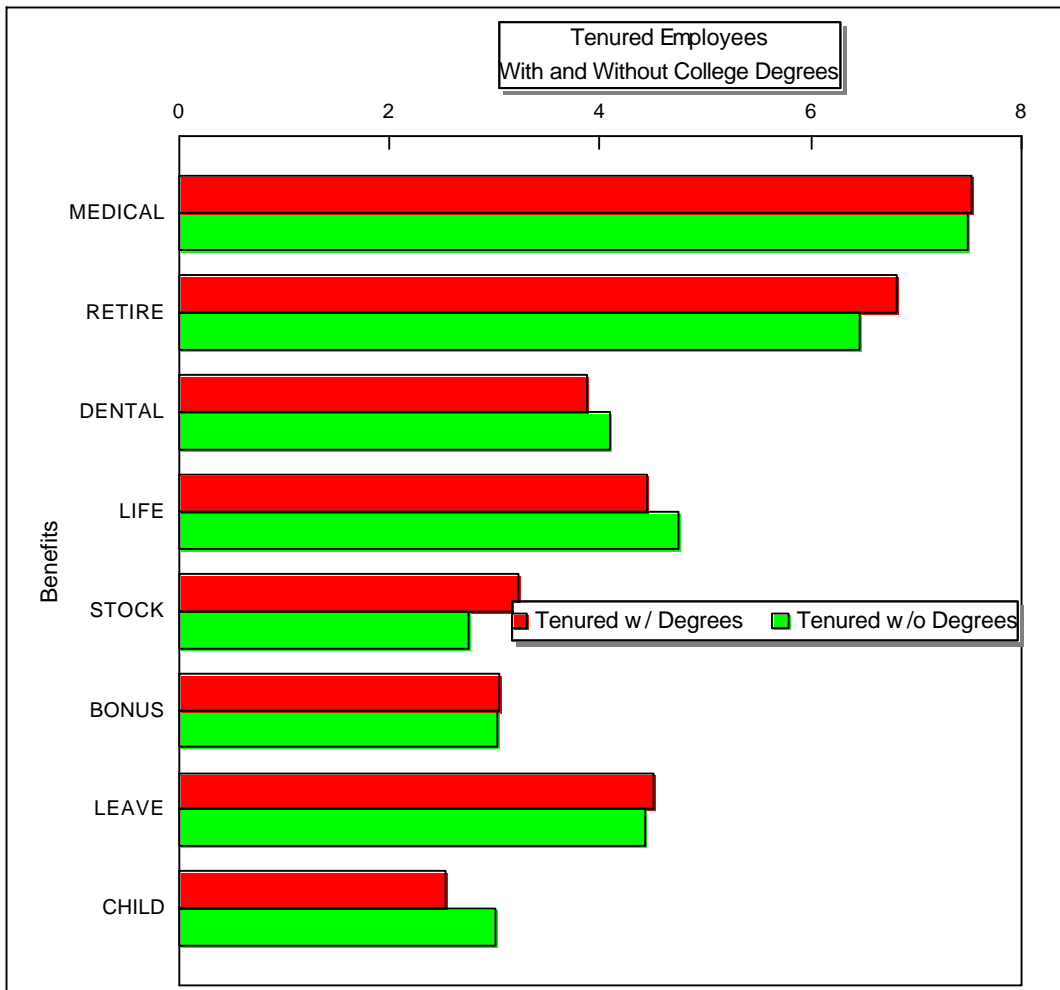


CHART 3.1
Rating of 13 Job-Related Factors
Graduates and Tenured Employees
With Degrees in the Social Sciences

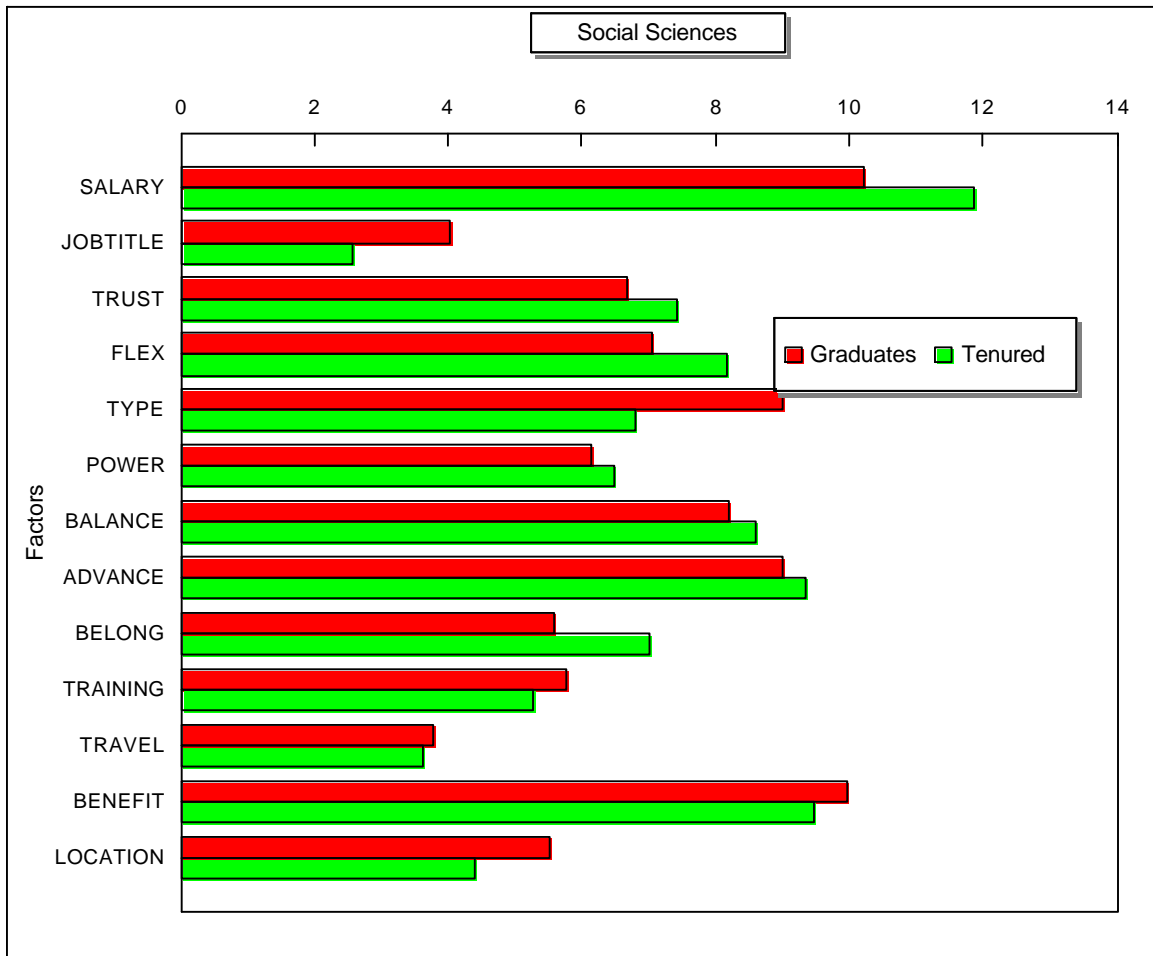


CHART 3.2
Rating of 8 Benefits
Graduates and Tenured Employees
With Degrees in the Social Sciences

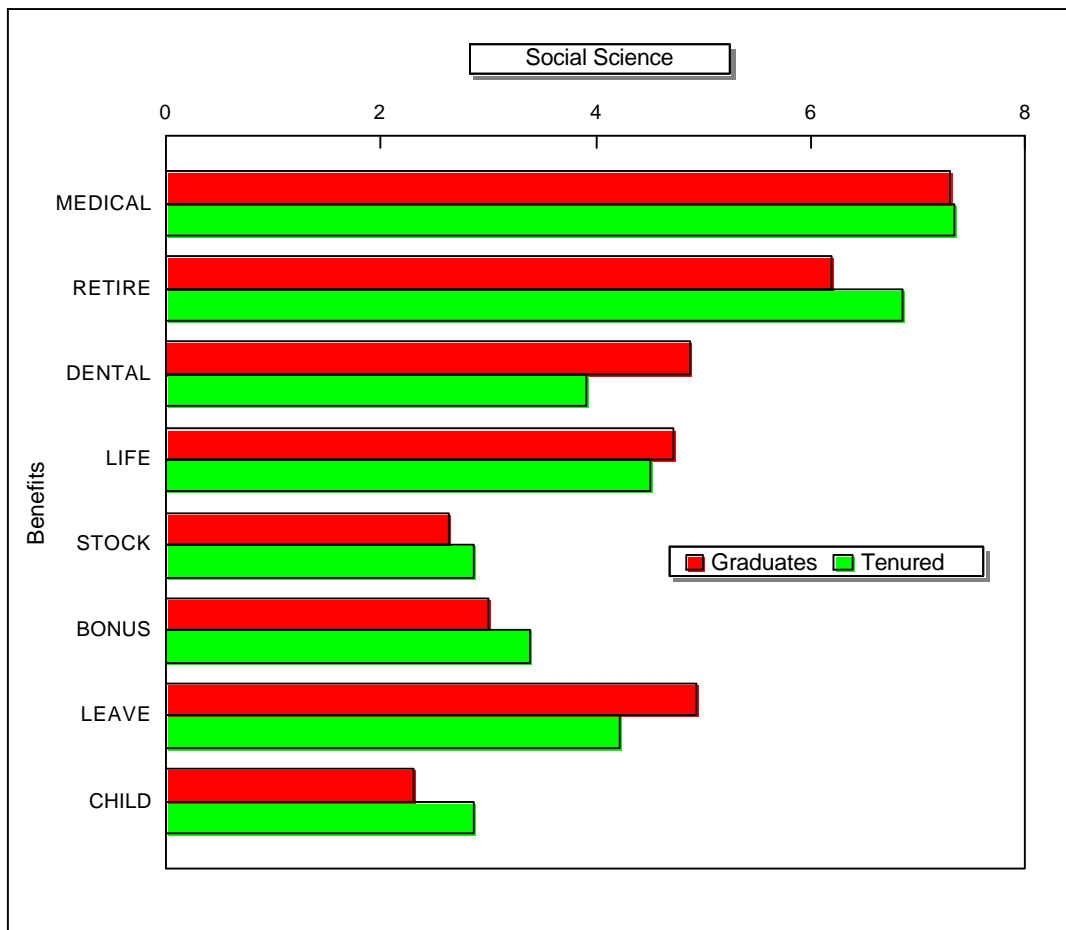


CHART 4.1
Rating of 13 Job-Related Factors
Graduates and Tenured Employees
With Degrees in Computer Science

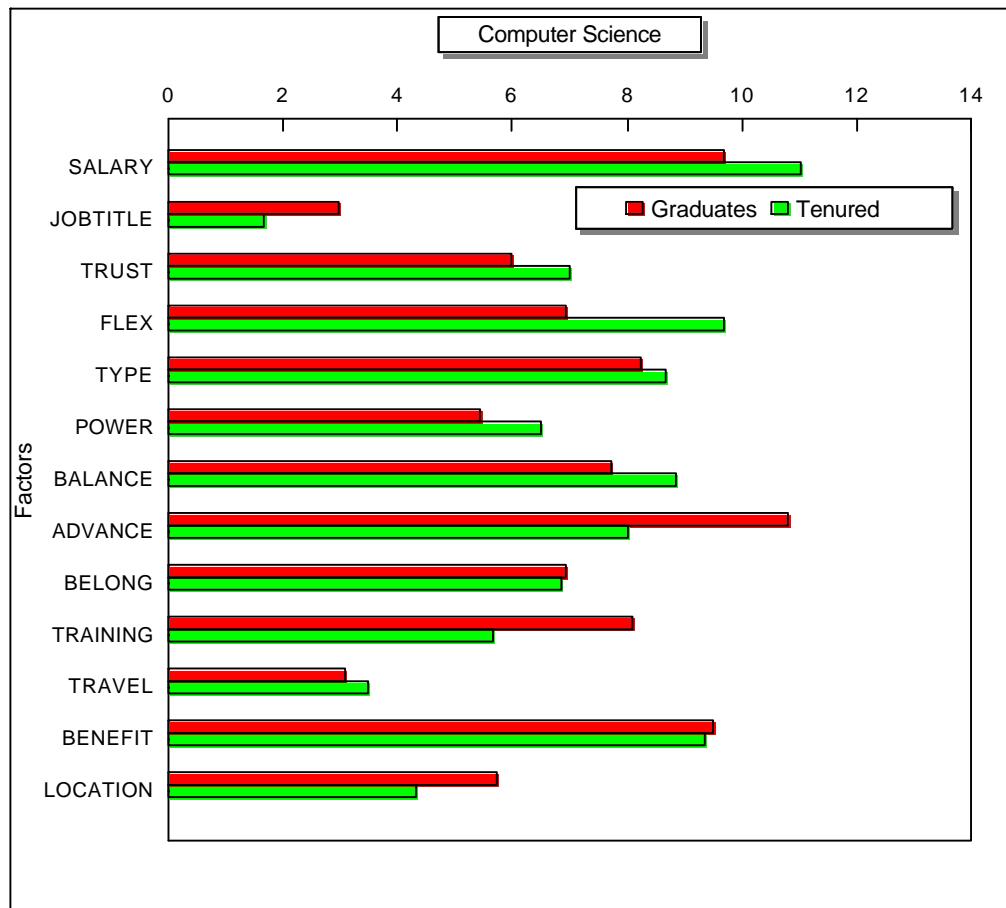


CHART 4.2
Rating of 8 Benefits
Graduates and Tenured Employees
With Degrees in Computer Science

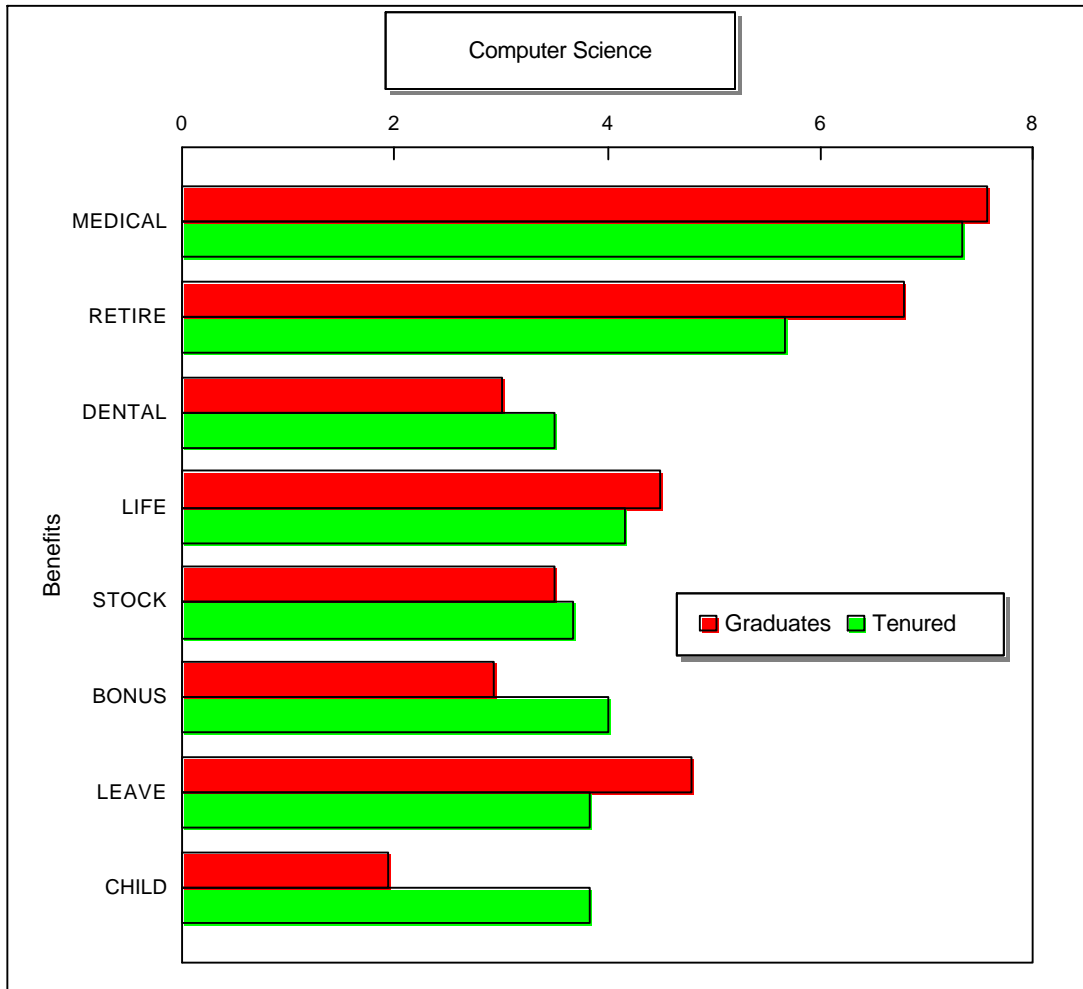


CHART 5.1
Rating of 13 Job-Related Factors
Graduates and Tenured Employees
With Degrees in the Biological Sciences

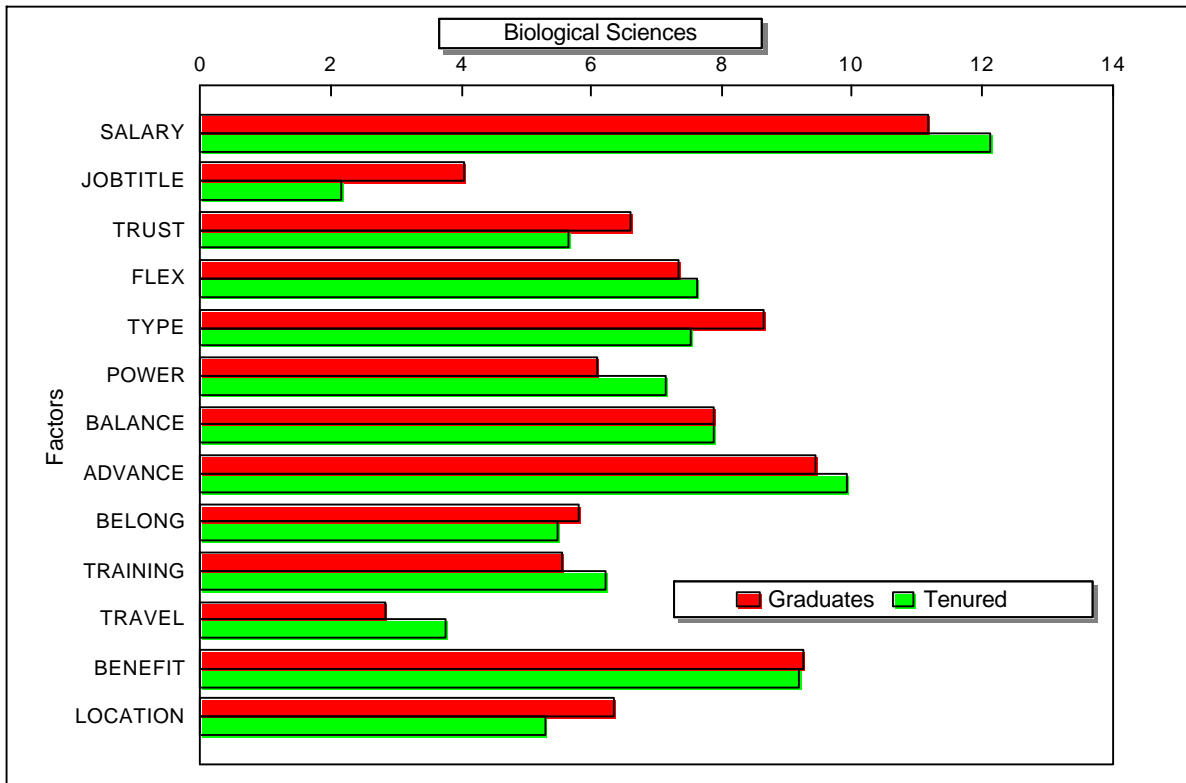


CHART 5.2
Rating of 8 Benefits
Graduates and Tenured Employees
With Degrees in the Biological Sciences

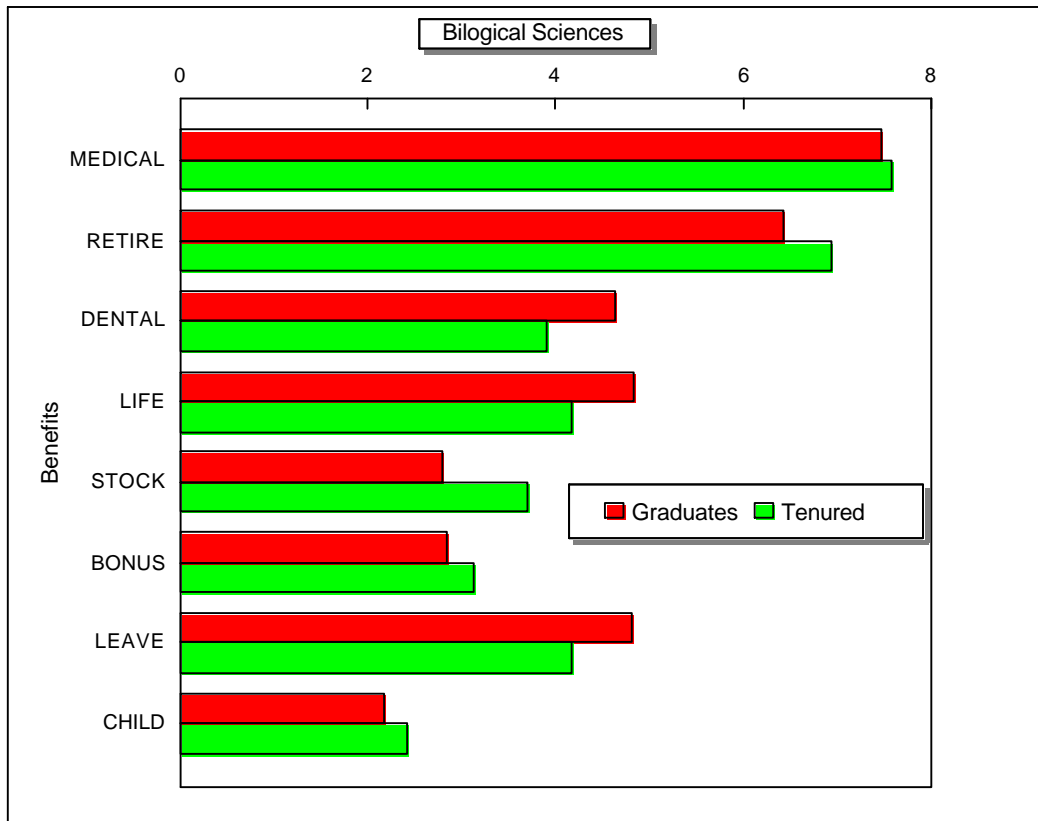


CHART 6.1
Rating of 13 Job-Related Factors
Graduates and Tenured Employees
With Degrees in Education

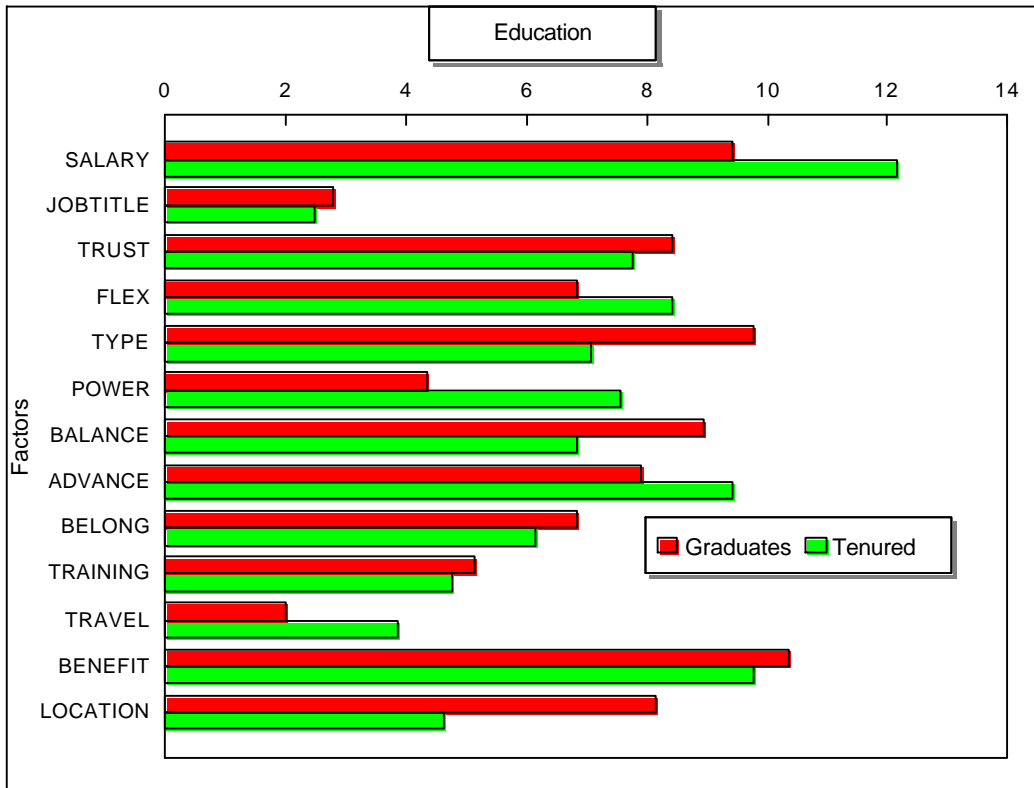


CHART 6.2
Rating of 8 Benefits
Graduates and Tenured Employees
With Degrees in Education

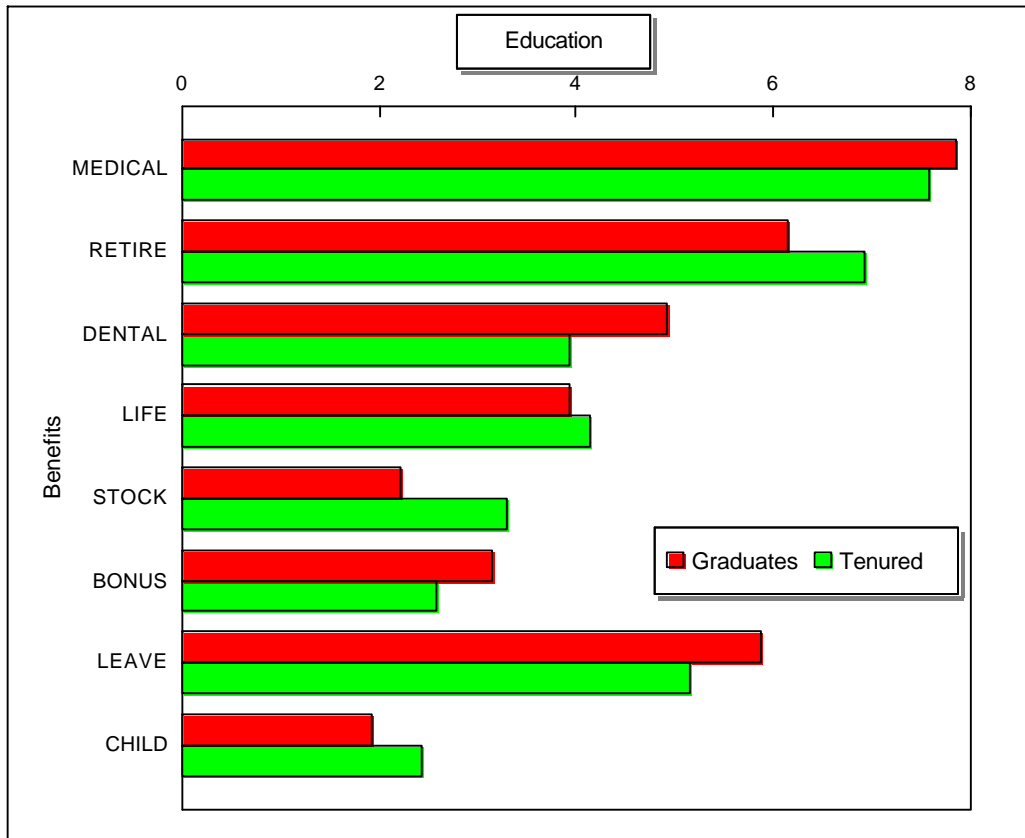


CHART 7.1
Rating of 13 Job-Related Factors
Graduates and Tenured Employees
With Degrees in Engineering

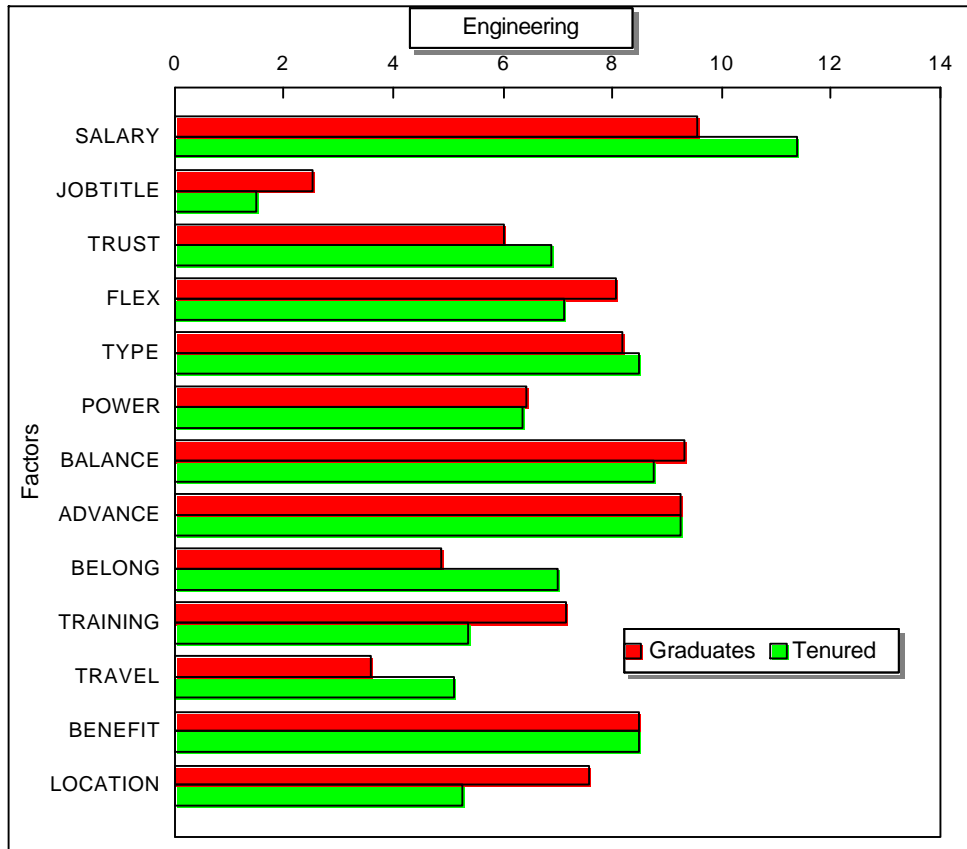


CHART 7.2
Rating of 8 Benefits
Graduates and Tenured Employees
With Degrees in Engineering

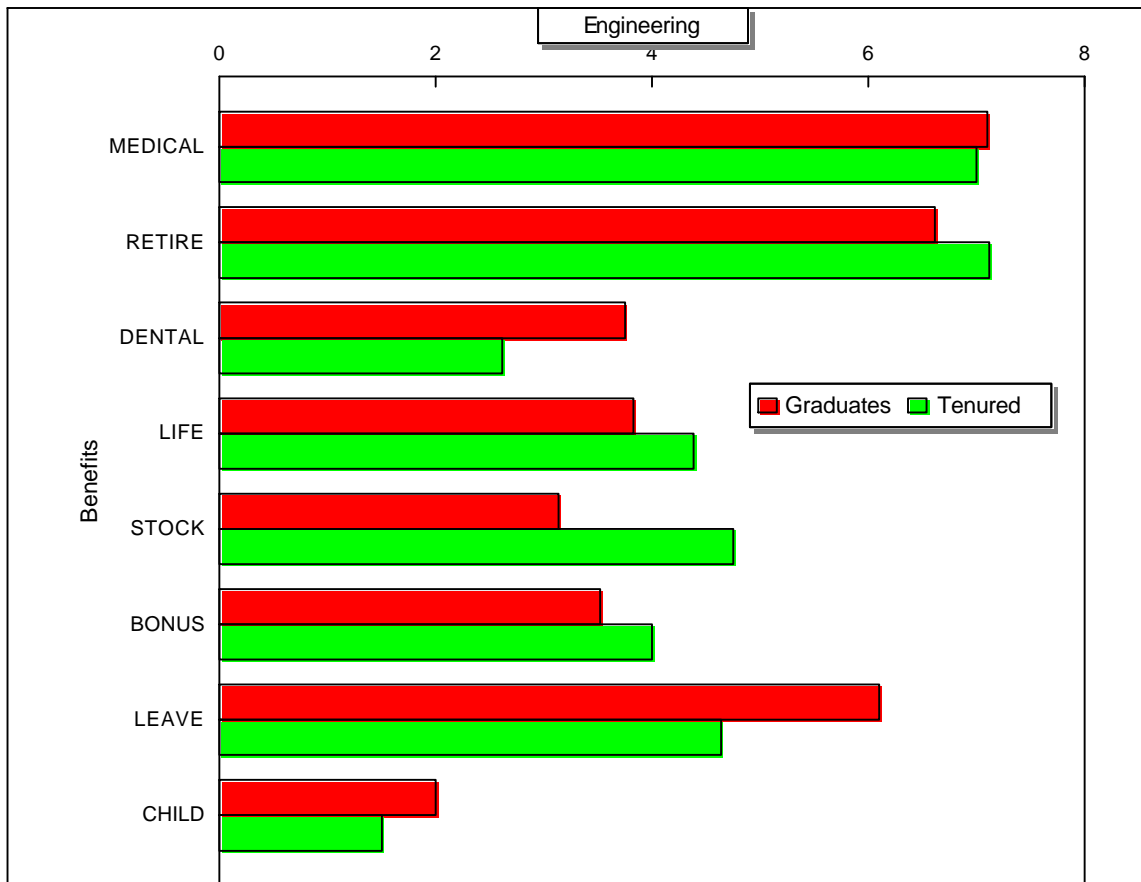


CHART 8.1
Rating of 13 Job-Related Factors
Graduates and Tenured Employees
With Degrees in Business

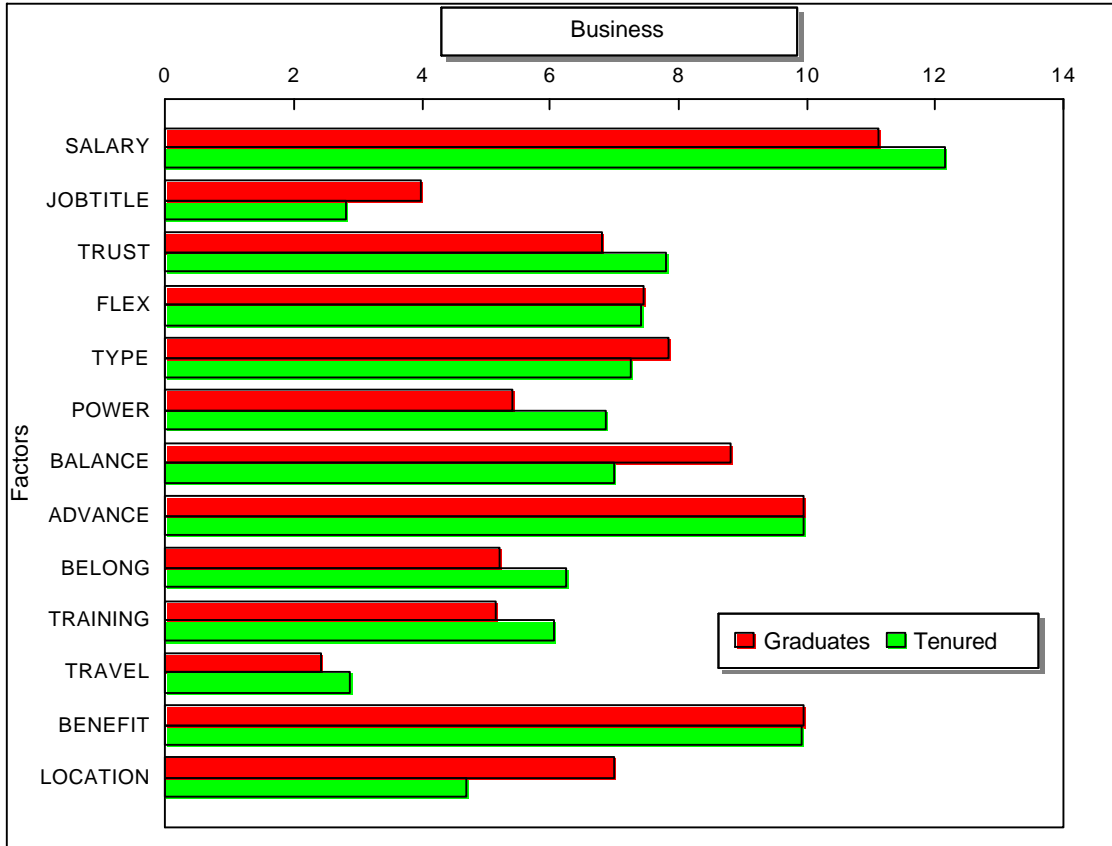


CHART 8.2
Rating of 8 Benefits
Graduates and Tenured Employees
With Degrees in Business

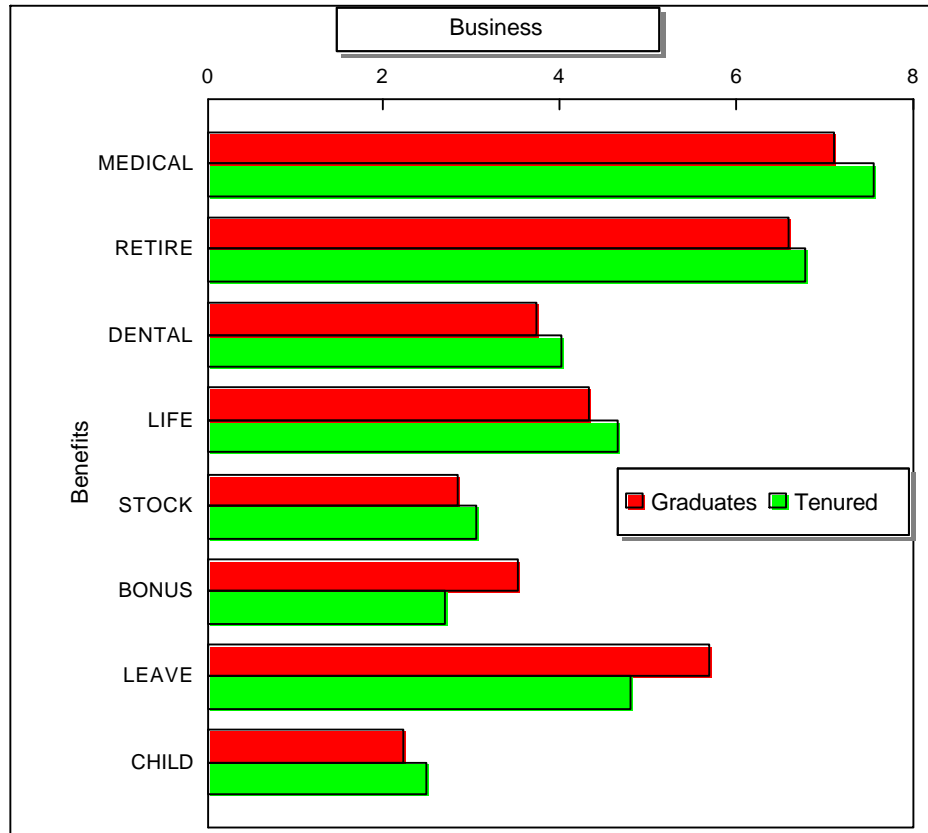


CHART 9.1
Rating of 13 Job-Related Factors
Graduates and Tenured Employees
With Other Degrees

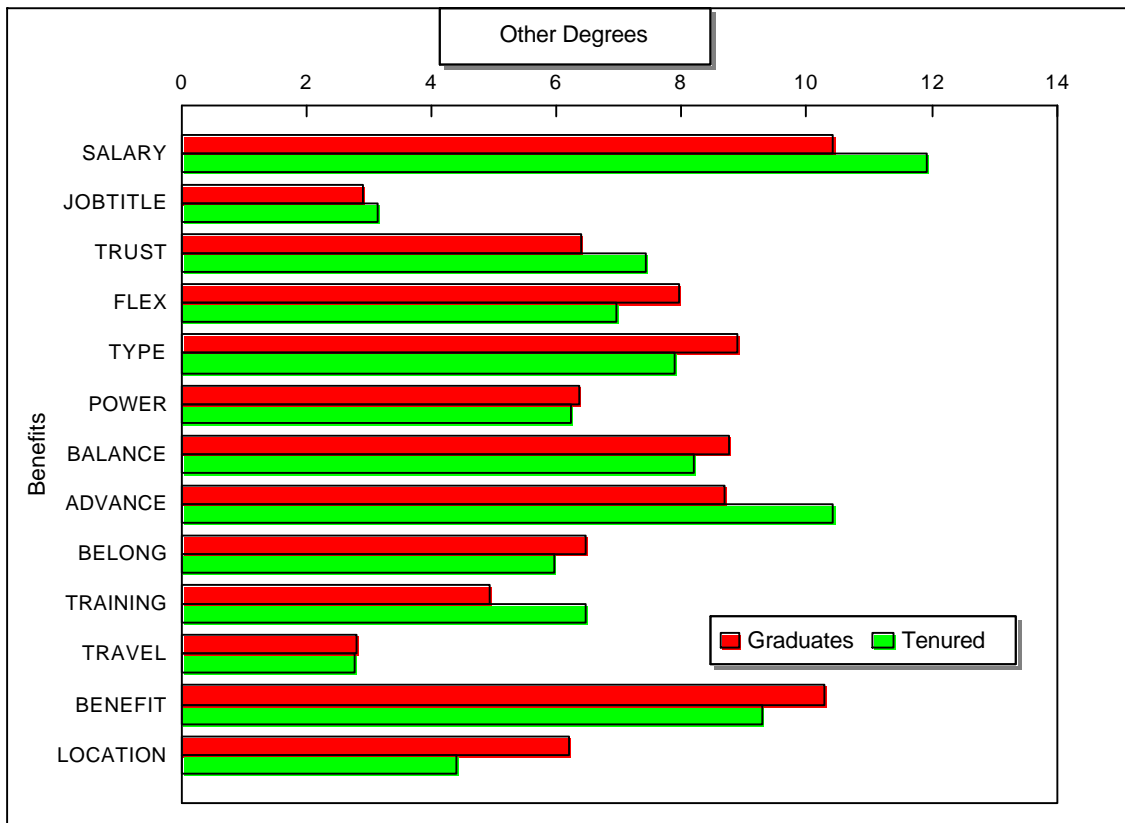


CHART 9.2
Rating of 8 Benefits
Graduates and Tenured Employees
With Other Degrees

